

**THE MANAGEMENT OF TRAINING ON INDUSTRIAL INTERNSHIP
(A SITE STUDY AT STATE-OWNED VOCATIONAL HIGH SCHOOL 1 JOGONALAN)**

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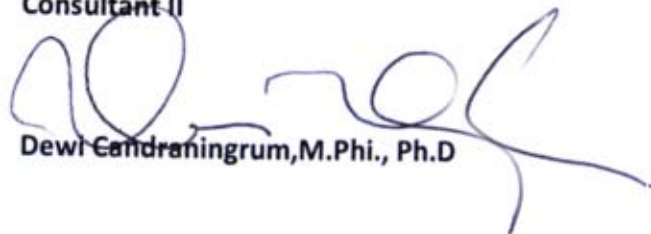
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**THE MANAGEMENT OF TRAINING ON INDUSTRIAL INTERNSHIP
(A SITE STUDY AT STATE-OWNED VOCATIONAL HIGH SCHOOL 1 JOGONALAN,
KLATEN)**

by
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Abstract

The research addressed to describe the characteristics of the students and trainer in program of training on industrial internship at state owned Vocational High School 1 Jogonalan. The subject of the research research applied in the research are students at second grade as a subject of the program, trainer as a supervisor at industry, the principal as the decision maker of the program. This study was conducted in qualitative research. The data was conducted by observation, interview, and study document. The result of the research indicated that students were ready to participate in the training on industrial internship. Collaboration with industries and institution patnership with state owned VHS Jogonalan 1 was very good. The trainers also performed the activities well, they continuously provided guidance to the students before accomplishing assignments and verified the result. The result also indicates that both trainer and industry were also satisfied with the students' contribution in program.

Keywords: management, industrial internship, vocational high school

1. INTRODUCTION

Science and technology is growing very rapidly in the world both in developed and in developing countries, obliges all citizens, and improve self-competence. Improved science and technology has always been associated with quality education. Increasing the quality or the quality of education must be accompanied by increased competence learning. The quality of the output is known from competent graduates who have superior quality, professional and reliable.

High and low quality of education relating to the availability of human resources. Along with developing and more advanced human resources in a

free market, it takes an education system that is required to facilitate the needs of the workforce in the industry. The role of education, particularly vocational education occupies a very large portion to prepare students dive into the community with a workforce that has the knowledge, skills, attitudes, and have high competitiveness in entering the world of work and be able to develop a professional attitude.

Orientation of vocational education is to prepare graduates to enter the workplace at a particular job to provide and deliver the knowledge and skills appropriate to the needs of the community. In realizing the orientation of vocational education, the curriculum is developed and implemented in schools must comply with the needs of the workplace or industry, so the link and match happened.

Accordance with the Act No. 20 of 2003 on national education standards that states " vocational education is an education that prepares students to work in a particular field ". Powered by the Minister of National Education No. 22 of 2006 on the content standard contained in the structure of the curriculum at the Education Unit Level Curriculum (SBC) that the purpose of vocational education is to increase the intelligence, knowledge, personality, outstanding character, and skills for learners live independently and went on to further education in accordance with competence.

The indicator of SMK success are graduates of school working in accordance with the expertise, increasing the number of the public demand for prospective graduates, graduates absorption within a period of two years after graduating at least 75 % (Depdiknas,2003). Therefore, to prepare a working professional in accordance with the demands of the industry, the Ministry of Education organized a system of vocational education, known as Dual System of Education.

Dual System Education (PSG) or a link and match has been enshrined in the educational unit level curriculum (SBC) which states that "education in

Vocational High School (VHS) was organized in the form of a dual system of education (PSG)". In the implementation of activities PSG learning is done in two places at school and in the workplace or industry through its training on industrial internship or on the job training.

Training can be described as “ providing the conditions in which people can learn effectively. To learn is to gain knowledge, skill, and ability”(King, 1968:125). Furco (1996) stated that “internship is work-related professional learning experiences that provides students with the actual working environment by placing them to work organizations outside the university”. In addition the internship enables student to apply their knowledge on concept and theories that they had learned in class to actual practises in organizations.

The purposes of training on industrial internship are; (1) the fulfillment of competence in accordance with the demands of the curriculum, (2) the implementation of competency into the world of work, (3) advance in ethos or work experience. The main activities of training on industrial internship is by carrying out direct practice during the period specified in the industrialized world . The point of the program is to enhance the proficiency and skills of learners in accordance with their fields, as well as a means of self-actualization useful to himself and others.

Hence, training on industrial internship management is a system of organizing activity management, which is coordinated by the principal. It contains planning, implementation, organization and evaluation of education programs appropriate with educational skills acquired at school. It is engaging students as main actors.

Based on the descriptions, the research aims at understanding the characteristics of the management system of training on industrial internship. Specifically, the objectives of the research are : (1)to describe the characteristics of students in the implementation of training on industrial

internship, (2) to describe the characteristics of trainers in the implementation of training on industrial internship.

2. RESEARCH METHOD

Considering the focus of the research will describe the characteristics of training on industrial internship management in state owned VHS 1 Jogonalan, the design of this study used a qualitative approach. Kirk and Miller cited Moleong (2006: 4), "Qualitative research is a particular tradition in social science that fundamentally depends on human observation both in the region and in terms"

Appropriate type of research is an ethnographic study. One of the main objectives of ethnography in educational research is to get inspiration for what is in the "black box" of life, which is usually the case overshadow education. Inspiration is achieved by identifying and documenting all processes that will achieve the goal of education, as educational products. All process, no other action or behavior is routine and also the feeling of the participants involved in the educational setting (Mantja 1997: 32).

In this study, researcher took place or location research in state owned VHS 1 Jogonalan. It is located in Tegalmas, Prawatan, Jogonalan, Klaten. The school as a place to study with the following considerations : (1) onsideration of School Achievement, State owned VHS 1 Jogonalan has earned accreditation from the National Education Standards Agency (BSNP) with criterion A (Quite Good), (2) School Management Considerations, State owned VHS 1 Jogonalan has implemented a Quality Management System ISO 9001: 2008 since 2011, (3) consideration of comunity trust, with the increasing performance of the school, the community gives credence to state owned VHS 1 Jogonalan. Obviously the increasing number of prospective students who apply to the school each year. Graduates

produced largely acceptable in the industry in accordance with the competence expertise, and received in a higher education.

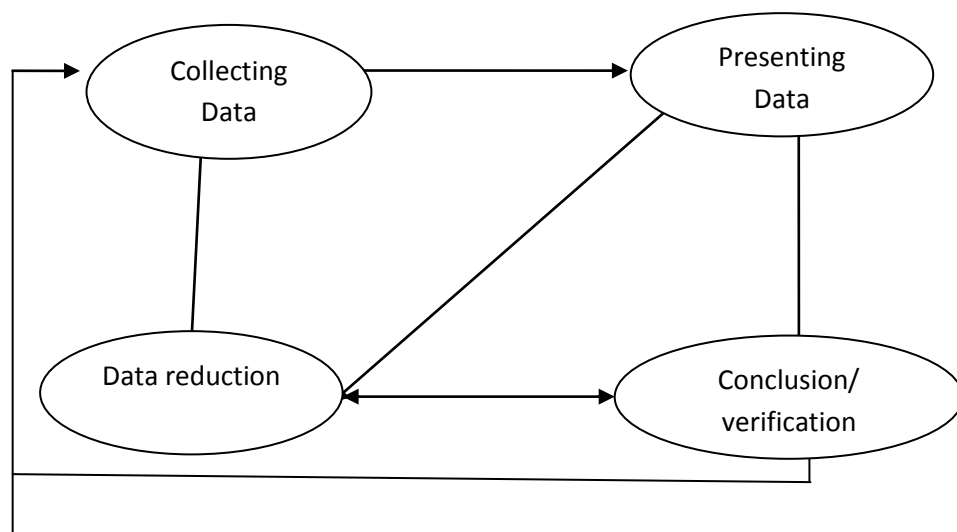
The data used in this study is about the management of industrial internship in state owned VHS 1 Jogonalan. Sources of data used in this study is a set of words and actions of the informants who were observed and interviewed. In addition, as other data sources used documents and photo-photo-related research. Documents and records are written material related to the event or activity which is a written record relating to an activity or event. When he was recording a record that is more formal and planned in the organization, it tends called archives. But both can be expressed as or something related to a particular event, and can either be used as a data source in the study (Sutopo, 2002: 54). Records and documents are implementing industry practices in state owned VHS 1 Jogonalan.

In this study, there are some people who can serve as the informant, namely; (a) principal, in charge of decision maker of activities, (b) vice principal of Industrial Relations and Cooperation, as coordinator, (c) supervisor or trainer, as a supervisor of the institution or the industry partner, (d) Students, as the subject of the activity.

In this study, the researcher used data collection techniques interactively with the following description: (1) Observation Role, observation about the management of training on industrial internship is done either directly or indirectly. The characteristics of students and trainers in implementation of the program can be witnessed by direct observation, (2) In-depth Interviews applied is structured interviews and unstructured interviews. Structured interview applied to comprehend the management of training on industrial internship. Interviewed accomplished by the principal of and vice principal of school. While unstructured interview carried out with students, (3) Documentation, documentation study is applied to support and supplement the data . Documentation acquired is about the characteristic

of students and trainers when they are in the program of the management of training on industrial internship in state-owned VHS 1 Jogonalan.

Model analysis of the data in this study are arranged in a site for descriptions. Data obtained from the study based on the quality of truth, grouped data, selected then describe and concluded, the results are used to solve the main problems of research and then parsed in the form of descriptive language in the form of process cycles (Miles and Huberman, 1996: 101).



To check the validity of the data used triangulation of data, triangulation of sources, and methodological of triangulation. With the triangulation of data researchers obtained data from different sources position. In addition, triangulation of methods applied are in-depth interview, observation and documentation technique. Information obtained from an informant can be compared with information from other informants.

3. RESEARCH FINDINGS AND DISCUSSIONS

Industrial internship training or OJT activities are integrated activities involving many elements, in this case the chairman of competency skills are taking very important role in the implementation of industrial internship training or On the job training.

Therefore, the activities in implementing the program are: first, coordinate the committee, used to evaluate the activity of industrial internship the previous year, due to the industrial internship are performed routine each year, it is necessary makes analysis and evaluation of previous activities . At the same time conveyed the problems and obstacles that arise during the program, advice and constructive suggestions for improvement next year.

The next activity is to analyze the feasibility of workplace, whether the place of industrial internship or business is feasible or not feasible anymore occupied for industrial internship activities and whether it is necessary looking for a new place ?. It is very compulsory to increase the capability of the learners in order to have the appropriate skills competencies owned. Then committee preparing the completion of industrial internship administration needed by both learners and for the industry as a place of industrial internship.

The most signifact activity is debriefing of students as participants of program. Debriefing given by the vice principal of employment affairs and public relations industry and chairman of competency skills. This activity must be hunted by students before they grasped into the world of business. Materials include debriefing students focus on the technical implementation and provisioning of non technical briefing such as mental and social development.

The characteristics of the students in implementation of program that, (a) Students get a briefing prior to conducting activities in the form of basic accordance with each competency skills both theory and practice, (b) Students receive an explanation of workplace orientation, job descriptions, (c) Students are practicing their skills and expertise in accordance with specific expertise concerning the establishment of professional work, (d) Students document all activities during practice in the form of journal.

Based on the characteristics of students mentioned can be drawn a red line that the students have received adequate briefing of the school and of supervising the industry before implementing industry practices. Students have carried out activities with good industry practice in accordance with the provisions and procedures. Mentors have also been carrying out regular assessments to students in accordance with the conditions set. Students receive the results of the assessment of the mentors in the form of certificates of industrial practice. Industry has provided positive feedback to the student with the apprenticeship programs in the industry for a certain time.

Characteristics of trainer in the implementation of training on industrial internship : (a) Trainers wellcome students who will carry out the practice accompanied by tutor, and received the series of administration, (b) Trainers afforded initial guidance to participants regarding with workplace orientation, the order of participants and job descriptions, (c) Trainers granted guidance, direction and evaluation of routine activities to the participants, (d) Trainers provided an assessment of the participants routinely accordance with established criteria, (e) Trainers awarded to participants who have been carrying out activities in the form of a certificate, (f) Trainers provided feedback to the school about the activities have been implemented.

From the trainers' characteristics can be drawn a red line that the trainers of the industry as an institutional partnership of the school has been performing in line with its duties and obligations. Trainers have provided the duties and tasks in accordance with the competency of students and the peculiarities of the industry. They also have been carrying out regular assessments to students in accordance with the conditions set. At the end of the activity, the award conferred to students who have completed the requirement in the industry. The award was realized in the form of a

certificate. Industry has provided positive feedback to the school in the form of apprenticeship program.

The results of this study support the research that has been accomplished by Mohd Abu Bakar Jaffri, Rosmaria Aaron Jaffar, Naraini Ku Ku Che Yusof, and Izah MohdTahir (2011) who concluded that training on industrial internship program shows benefit in career selection in the future. Additionally, the program can provide the knowledge and practical experience, soft skills (skills that are non-academic and non-technical related to personality) and ability to interact socially, as well as the benefits that are material and non-material.

Characteristics of students in training on industrial internship is compared with the previous research written by Ismail Senol Okay and Sahin (2010) stated that there is no clear link between the level of strong student satisfaction in the implementation of training on industrial internship with job offers they receive. Students who have adequate supplies , experience and have good soft skills will be easier to get a job offered from the world of business.

Characteristics of trainer in the implementation of training on industrial internship is contrasted with a previous study conducted by Mehrard Alipour (2009) is that with the provision of more intensive training and effective in the industry led to a significant change in behavior that he had sufficient skills to enter the workforce. In addition to the provision of training and skills more intensively with more frequency will give a very strong influence on the students to be more creative, more innovative in accordance with the demands of the world of work, and an increase in the quality of work.

The more planned and organized an activity, the implementation will go smoothly and the results obtained are in line with expectations. And the more intensive in evaluation of each activity, there will be an increase in quality in the future.

The more intensive and in-depth briefing on the implementation before the students went into workplace, the more results achieved and the quality will increase. The more intensive supervision and monitoring to the implementation of the program, the least problems arisen. The more intensified in implementing a wide range of jobs and skills provided in the workplace or industrial world the more increasing knowledge and skills obtained by students in the context of the career selection in the future.

The more intensive trainer gives guidance and counselling the students will be more refined skills. And the more diverse types of competences and skills provided the students will be more creative and more innovative in developing themselves.

3. CONCLUSION

Based on the description about the management of training on industrial internship can be derived as follow ; the characteristics of the organization, the characteristics of student, and the characteristics of the trainer.

Characteristics of the organization; (a) Implementation of planned and accompanied by thorough preparation will facilitate and expedite the course of events, (b) Evaluations are conducted on a regular basis will get better results and quality.

Characteristics of students; (a) Supervision, monitoring and more intensive supervision will reduce the occurrence of irregularities and problems that arise, (b) Providing a wide range of jobs and skills will enrich the knowledge and professional skills in the selection of a career in the future.

Characteristics of trainer : (a) Intensive mentoring will enhance students' skills both affective and psychomotor, (b) Providing different types of jobs and skills will enrich students' knowledge and skills, and develop students to be more creative and innovative in selection future career.

The implication of the study can be defined as follow ; (a) If the implementation of training on industrial internship follow the regulation from the planning, actuating, monitoring and evaluating, training on industrial internship will not get a lot of obstacles, (b) If students are given briefing both mature and mentally, vocational theory seriously, there will be an increase in the quality of human resources, (c) If the trainer or supervisor provide guidance with different types of jobs and skills, it will enrich the students' knowledge and skills, and able to develop students to be more creative and innovative in selection the future career.

The research of the study suggests to : (a) school principal, that cooperative relationships with institution or industry in global scale, the skills and knowledge of students will expand, (b) teachers, it is advisable to carry out the activities at the beginning of a personal debriefing and intensity monitoring enhanced student when they got problem can be solved immediately, (c) trainer, It is advisable to take an active role in the planning, implementation and evaluating student learning with the purpose of increasing students' competence and knowledge, (d) students, It is recommended to students that in carrying out the training on industrial internship seriously , indeed, more creative, more innovative, and keep learning to adjust to the work environment.

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